

**2015 RESERVE CAREER RETENTION SCREENING PANEL (R-CRSP)
FREQUENTLY ASKED QUESTIONS (FAQ's)**

1. What is the goal of R-CRSP?

Answer: Over the course of the last six years the entire military workforce has experienced high retention levels that have decreased accessions, reduced A-school quotas, and slowed advancements. Given this, it has become necessary to implement workforce shaping tools to ensure the Coast Guard Reserve has a vibrant and healthy enlisted workforce for the long-term, with consistent accession levels and steady advancement opportunities.

2. When will the R-CRSP held?

Answer: The panel is scheduled to be held 21-25 Sep 2015.

3. How many people will be reviewed by R-CRSP?

Answer: Approximately 220 enlisted candidates will be reviewed.

4. Who is a R-CRSP candidate?

Answer: Retirement eligible Selected Reserve (SELRES) enlisted personnel who meet the criteria below:

- E6 & below who have performed at least 20 years of satisfactory qualifying federal service as of 1 June 2015.
- E7 & above who have performed at least 20 years of satisfactory qualifying federal service and have three or more years time in grade as of 1 June 2015.

5. What does 20 years of satisfactory qualifying federal service consist of?

Answer: A qualifying year of satisfactory service for non-regular retired pay is a full anniversary year during which a member of the Reserve Component is credited with a minimum of 50 retirement points. An accumulation of 20 such years is one requirement necessary to qualify for non-regular retired pay, in accordance with 10 U.S.C. Chapter 1223.

6. Who will be excluded from R-CRSP?

Answer:

- a. 2014 R-CSRP candidates
- b. Personnel with an approved retirement request on file as of 15 July 2015.
- c. Reserve personnel on Extended Active Duty (EAD) orders.

7. If a candidate is advanced this year as a result of the October 2014 Reserve servicewide exam (RSWE), will that member removed from the candidate pool?

Answer: R-CRSP candidates who advance to E-7 or above before the R-CRSP panel convenes will be removed from the candidate pool.

8. Are members on Active Duty for Operational Support (ADOS) orders excluded from R-CRSP?

Answer: No. Members on any type of ADOS orders are not excluded from R-CRSP. EAD orders are the only type of orders that would exclude a member from R-CRSP.

9. Who will make up the R-CRSP membership?

Answer: The 2015 R-CRSP membership will include a mix of high-performing senior Reserve officers and Reserve enlisted members. Additionally, the Coast Guard Reserve Force Master Chief has been requested to participate as a non-voting member.

10. Will a quota be given to the panel regarding the number of candidates to select to retain in an active status?

Answer: There is not a pre-set Opportunity of Selection (OOS) for the R-CRSP (OOS is typically used for officer promotion and retention boards). As with all boards and panels, a precept will be provided with general guidance to the panel. The panel could recommend retention of any members they determined meet the guidance defined in the R-CRSP precept. No ratings will be excluded from the R-CRSP candidate pool. In keeping with the general guidance provided by the precept, the panel members could develop their own specific criteria for a detailed review of candidates similar to other boards and panels. Those candidates that are not recommended for retention and selected for involuntary retirement must receive at least a two-thirds vote of the panel.

11. What factors will the R-CRSP use to determine who will be continued in an active status?

Answer: To retain those members that best meet the high standard required in our enlisted service, each record will be reviewed using a performance and conduct based methodology that focuses on leadership, accomplishment, performance, conduct, professional skills, professional growth, meeting Ready Reserve participation standards, and adherence to Core Values. The 2015 R-CRSP precept may not be disclosed until after the panel adjourns and results are published.

12. Will the names of those selected for retention/involuntary retirement be published?

Answer: No. Names will not be published in order to respect the privacy of those who served honorably for over 20 years in our service and were selected for involuntary retirement. A message will be released announcing those selected for continued service.

13. If I was selected for retention last year, will my record be reviewed again this year if a R-CRSP is held?

Answer: No. Members selected for retention by the 2014 R-CRSP will not be reviewed by the 2015 R-CRSP.

14. If am selected for involuntary retirement, will I still be eligible to participate in the October 2015 RSWE?

Answer: If a member is selected for involuntary retirement by the 2015 R-CRSP, the member will be removed from all RSWE eligibility and advancement lists.

15. If my unit has a member selected for involuntary retirement by R-CRSP, when will the billet be filled?

Answer: Commands can expect that PSC-RPM-2 will fill vacancies created due to R-CRSP in Assignment Year 2016 (AY16).

16. Are members in critical ratings excluded from R-CRSP?

Answer: Members in critical ratings will have their records reviewed based on the performance measures determined by the panel; the rate of the individual will not be a factor in retention or involuntary retirement.

17. Will the number of records being reviewed by the panel differ from the number that is on the published R-CRSP candidate list?

Answer: A tremendous amount of activity is expected to occur between the time the R-CRSP candidate list is published and the release of the R-CRSP results message. Examples of activity that could affect the candidate list include advancements or CWO appointments prior to 1 June 2015, voluntary retirements, and medical retirements.

18. Will the R-CRSP be held next year?

Answer: The Coast Guard does plan to hold a panel in 2016. More information will be published using message traffic as it becomes available.

19. What is the command's responsibility?

Answer: To prepare for the R-CRSP, commands must ensure proper documentation for the entire workforce is submitted in a timely manner. EERs should be completed on time, the marks given must be supported, and adverse events should be properly documented. Commands are also responsible for notifying PSC-RPM of any personnel on their personnel allowance list who have been incorrectly identified as a 2015 R-CRSP candidate or personnel who should be identified as a 2015 R-CRSP candidate but are not on the candidate list.

20. If I have questions or comments, is there someone I can contact for more information?

Answer: Yes. Please send all questions, comments, or concerns via email to the following address: arl-pf-cgpsc-rpm-r-crsp@uscg.mil